

Contact: Marcia Brunson

FY 2015 SALARY POLICIES

Actions Requested: Consider approval of the following effective July 1, 2014:

1. Nonorganized professional and scientific salary policies and pay matrices -- University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, Iowa Braille and Sight Saving School, and the Board Office;
2. Nonorganized faculty salary policies -- University of Iowa, Iowa State University, Iowa School for the Deaf and Iowa Braille and Sight Saving School;
3. Nonorganized faculty extracurricular pay schedules – Iowa School for the Deaf and Iowa Braille and Sight Saving School; and
4. Nonorganized Regent Merit System salary policy and pay matrix.

Executive Summary:

COLLECTIVE BARGAINING AGREEMENTS

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides for no increase on July 1, 2014. Eligible merit staff members will continue to receive a step increase of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,500 AFSCME-covered staff in blue collar, security, technical and clerical units. It is estimated the cost of the AFSCME agreement in FY 2015 is 1.3%.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement on wages for a two-year contract beginning July 1, 2013, was not reached with SEIU. Arbitration was held on February 28, 2013. The arbitrator was presented with final wage offers from the union and the Board. The Board's offer of 2% on July 1, 2013, and 2.5% on July 1, 2014, was accepted by the arbitrator.

COGS (University of Iowa graduate assistants): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provides for continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition rate for the College of Liberal Arts and Sciences. The agreement also provides for a 2% increase in the average graduate assistant stipend on July 1, 2013 and 2.25% increase on July 1, 2014 (there are no step increases).

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of 2% on July 1, 2013, and 2.25% increase on July 1, 2014.

SALARY POLICIES

The proposed institutional and Board Office salary policies as well as salary policy for the supervisory/confidential employees in the Regent Merit System for FY 2015 are summarized below.

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the nonorganized supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. The two-year AFSCME agreement beginning July 1, 2013, allows for no across-the-board increases in either year of the agreement. The pay matrix for supervisory and confidential staff is unchanged from FY 2014 (Attachment A). Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% step increases on their anniversary dates.

University of Iowa: The University of Iowa will allocate to General Education Fund supported budgetary units a 2.0% increase for faculty and professional and scientific salaries. The overall average salary increase within each college, vice presidential unit, or other major administrative unit is to be between 2.0% and 3.0%. All individual salary increases must be based upon performance, competitive market factors and equity. Individual salary increases proposed to exceed 6.0% must be reviewed and approved by the Office of Provost or University Human Resources. These policies apply to all University of Iowa units, including UI Healthcare.

In addition, the University of Iowa Physicians Practice Plan, UI Health Care Senior Leadership and the College of Medicine, Dentistry, Pharmacy and Nursing that pay variable, non-recurring compensation based on productivity will continue to be authorized in FY 2015.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for nonbargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

In August 2011, the Board approved a new compensation system for nonorganized University of Iowa professional and scientific staff based on competitive market salary rates. Based on this year's analysis of competitive market data, the proposed ranges will be increased 0% to 4% depending on relative market data for specific structure and level. The two separate structures – A and B – recognize the differences in the market data (See Attachment B). This will be the third budget cycle using the salary structure to guide individual salary decisions.

Iowa State University: Iowa State's salary policy for faculty, professional and scientific staff, and post docs, guides the process for establishing two parameters for performance-based annual salary adjustments during the budget development process. One parameter establishes a minimum salary adjustment that must be awarded for all faculty and P&S staff who has exhibited satisfactory performance as documented in an annual performance evaluation. For FY 2015, the minimum salary increase for satisfactory performance is 1.0%. Merit salary increases beyond the minimum are determined by the employee's supervisor, with the justification also documented in an annual performance evaluation. The second parameter is a requirement that any salary increase above 5% requires senior administrative approval.

The P&S pay matrix (Attachment C) will be increased in recognition of changes to market factors related to positions for which the university competes. To maintain the integrity, the entire structure (i.e. minimums and maximums for each pay grade) will be moved up by 1.25%. The increase will allow for continued movement of salaries through a salary range.

University of Northern Iowa: Salary increases for nonorganized professional and scientific staff are budgeted at 2.25% on July 1, 2014, which is comparable to the increases for the UNI-United Faculty. The portion for across-the-board increases for staff with satisfactory or above performance and the amount for meritorious performance will be determined by the Executive Management Team, taking into consideration the recommendation of the P&S council.

The University proposes an adjustment of 1.0% at the minimums and the maximums for pay grades 2 through 8 of the P&S salary matrix for FY 2014 (Attachment D). No increase is proposed for grade 1.

Iowa School for the Deaf: ISD's proposed FY 2015 faculty salary matrix for nonorganized faculty is increased by 3.5% from the FY 2014 matrix (Attachment E). Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications from the Council for Education of the Deaf [CED] and the American Speech-Language Hearing Association [ASHA]. These amounts are unchanged from FY 2014. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be approximately 4.1%. The proposed extra-curricular pay schedule is unchanged from FY 2014 (Attachment F).

ISD and IBSSS share a single P&S salary matrix (Attachment G). The proposed matrix is increased by 3.5% on both the minimums and the maximums. ISD proposes to increase P&S salaries by an average of 4%. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts are based upon the employee's level of competency and are shown on the ISD faculty matrix. The amounts paid for sign language proficiency are unchanged from FY 2014.

Teachers, guidance counselors, and registered nurses at ISD are included in the statewide education unit. This unit which also includes employees in state classifications was organized by AFSCME earlier this year. Negotiations are in the initial stages for the first collective bargaining agreement for this unit. Salary policies and related matrices will be subject to the outcome of these negotiations.

Iowa Braille and Sight Saving School: IBSSS proposes an increase of 3.5% to each cell of the faculty salary matrix for FY 2015 (Attachment H). Qualified faculty will continue to receive stipends for professional certification (Academy for Certification of Vision, Rehabilitation, and Education Professionals [ACVREP]). This amount is unchanged from FY 2014. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 4.0%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment G). IBSSS is proposing 4% increases for P&S staff.

The extra-curricular pay scale for IBSSS is unchanged from FY 2014 (Attachment I).

Board Office – Proposed salary increases for Board Office employees, excluding the Executive Director, will be based on performance and will range between 0% and 3%. The proposed pay matrix is increased 2% at the minimums and 3% at the maximums (Attachment J). The Executive Director's position is in grade 9, and the base salary range for that grade is set by the legislature and has not been changed for a number of years.

Board of Regents, State of Iowa
Regent Merit System
July 1, 2014

Grade	Pay Basis	7/1/2014 Minimum	7/1/2014 Maximum
1	Hourly	8.91	16.40
2	Hourly	9.79	17.12
3	Hourly	12.04	17.91
	Semi-Monthly	1,047.48	1,558.17
	Monthly	2,094.96	3,116.34
	Annual	25,139.52	37,396.08
4	Hourly	12.58	18.71
	Semi-Monthly	1,094.46	1,627.77
	Monthly	2,188.92	3,255.54
	Annual	26,267.04	39,066.48
5	Hourly	13.15	19.55
	Semi-Monthly	1,144.05	1,700.85
	Monthly	2,288.10	3,401.70
	Annual	27,457.20	40,820.40
6	Hourly	13.75	20.44
	Semi-Monthly	1,196.25	1,778.28
	Monthly	2,392.50	3,556.56
	Annual	28,710.00	42,678.72
7	Hourly	14.35	21.35
	Semi-Monthly	1,248.45	1,857.45
	Monthly	2,496.90	3,714.90
	Annual	29,962.80	44,578.80
8	Hourly	14.99	22.31
	Semi-Monthly	1,304.13	1,940.97
	Monthly	2,608.26	3,881.94
	Annual	31,299.12	46,583.28
9	Hourly	15.70	23.31
	Semi-Monthly	1,365.90	2,027.97
	Monthly	2,731.80	4,055.94
	Annual	32,781.60	48,671.28
10	Hourly	16.39	24.36
	Semi-Monthly	1,425.93	2,119.32
	Monthly	2,851.86	4,238.64
	Annual	34,222.32	50,863.68
11	Hourly	17.11	25.47
	Semi-Monthly	1,488.57	2,215.89
	Monthly	2,977.14	4,431.78
	Annual	35,725.68	53,181.36

**Board of Regents, State of Iowa
Regent Merit System
July 1, 2014**

12	Hourly	17.91	26.61
	Semi-Monthly	1,558.17	2,315.07
	Monthly	3,116.34	4,630.14
	Annual	37,396.08	55,561.68
13	Hourly	18.69	27.80
	Semi-Monthly	1,626.03	2,418.60
	Monthly	3,252.06	4,837.20
	Annual	39,024.72	58,046.40
14	Hourly	19.55	29.05
	Semi-Monthly	1,700.85	2,527.35
	Monthly	3,401.70	5,054.70
	Annual	40,820.40	60,656.40
15	Hourly	20.42	30.36
	Semi-Monthly	1,776.54	2,641.32
	Monthly	3,553.08	5,282.64
	Annual	42,636.96	63,391.68
16	Hourly	21.34	31.71
	Semi-Monthly	1,856.58	2,758.77
	Monthly	3,713.16	5,517.54
	Annual	44,557.92	66,210.48
17	Hourly	22.30	33.17
	Semi-Monthly	1,940.10	2,885.79
	Monthly	3,880.20	5,771.58
	Annual	46,562.40	69,258.96
18	Hourly	23.30	34.63
	Semi-Monthly	2,027.10	3,012.81
	Monthly	4,054.20	6,025.62
	Annual	48,650.40	72,307.44

University of Iowa
Professional and Scientific Salary Schedule FY 2015

Structure A				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2A	\$33,100	\$35,439	\$45,105	\$56,381
3A	\$35,307	\$40,974	\$52,148	\$65,186
4A	\$39,339	\$50,003	\$63,641	\$79,551
5A	\$46,197	\$61,596	\$78,395	\$97,994
6A	\$56,581	\$75,441	\$96,016	\$120,021
7A	\$71,406	\$95,208	\$121,174	\$151,468
8A	\$92,801	\$123,735	\$157,481	\$196,851
9	Open			
10	Open			

Structure B				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2B	\$34,026	\$45,368	\$50,812	\$60,974
3B	\$39,499	\$52,665	\$58,984	\$70,781
4B	\$48,671	\$64,895	\$72,683	\$87,219
5B	\$57,644	\$76,859	\$92,231	\$110,677
6B	\$70,560	\$94,080	\$112,896	\$135,475
7B	\$88,200	\$117,600	\$141,120	\$169,344
8B	\$113,580	\$151,439	\$181,727	\$218,073
9	Open			
10	Open			

IOWA STATE UNIVERSITY
FY 2015 Professional and Scientific
Salary Matrix

2013 - 2014

Grade	Minimum	1st Third	Midpoint	Maximum
41	\$95,852	\$121,397	\$134,296	N/A
40	\$83,858	\$106,206	\$117,380	N/A
39	\$73,607	\$96,915	\$108,569	\$143,532
38	\$65,768	\$84,402	\$93,720	\$121,672
37	\$57,609	\$73,933	\$82,095	\$106,580
36	\$52,374	\$67,213	\$74,631	\$96,889
35	\$45,927	\$58,940	\$65,446	\$84,965
34	\$40,467	\$51,932	\$57,665	\$74,863
33	\$38,047	\$47,558	\$52,314	\$66,581
32	\$34,523	\$43,154	\$47,470	\$60,417
31	\$31,393	\$38,717	\$42,380	\$53,368
30	\$28,968	\$35,244	\$38,382	\$47,796

**UNIVERSITY OF NORTHERN IOWA
FY 2015 P&S SALARY MATRIX**

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	\$25,470	\$33,130	\$40,790	\$48,450	\$56,100
II	\$30,280	\$39,500	\$48,710	\$57,930	\$67,140
III	\$34,830	\$45,700	\$56,580	\$67,450	\$78,330
IV	\$40,390	\$53,790	\$67,190	\$80,590	\$93,990
V	\$47,270	\$63,350	\$79,430	\$95,500	\$111,580
VI	\$56,850	\$76,020	\$95,190	\$114,360	\$133,530
VII	\$67,400	\$90,940	\$114,480	\$138,020	\$161,560
VIII	\$80,560	\$108,370	\$136,190	\$164,000	open

**Iowa School for the Deaf
Nonorganized Faculty Salary Matrix
FY 2015**

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	43,361	45,246	47,130	50,899	52,783	54,668	56,552
Step 1	44,115	46,037	47,959	51,804	53,726	55,648	57,570
Step 2	44,884	46,845	48,805	52,726	54,687	56,647	58,608
Step 3	45,668	47,668	49,668	53,667	55,667	57,667	59,666
Step 4	46,468	48,508	50,548	54,627	56,667	58,706	60,746
Step 5	47,284	49,365	51,445	55,606	57,687	59,767	61,848
Step 6	48,116	50,238	52,360	56,605	58,727	60,849	62,971
Step 7	48,965	51,130	53,294	57,623	59,788	61,953	64,117
Step 8	49,831	52,039	54,247	58,662	60,870	63,078	65,286
Step 9	--	52,966	55,218	59,722	61,974	64,226	66,478
Step 10	--	53,912	56,209	60,803	63,100	65,397	67,694
Step 11	--	54,877	57,220	61,906	64,249	66,592	68,935
Step 12	--	--	58,251	63,030	65,420	67,810	70,200
Step 13	--	--	59,302	64,177	66,615	69,053	71,490
Step 14	--	--	60,375	65,348	67,834	70,320	72,807
Step 15	--	--	--	66,541	69,077	71,613	74,149
Step 16	--	--	--	67,758	70,345	72,932	75,519
Step 17	--	--	--	--	71,639	74,277	76,916
Step 18	--	--	--	--	72,958	75,649	78,341
Step 19	--	--	--	--	--	77,049	79,794
Step 20	--	--	--	--	--	78,476	81,276

CED	Provisional	\$750	Sign Language Certification:	
	Professional	\$1,500	Intermediate Plus	\$200
			Advanced	\$400
	(ASHA)	\$750	Advanced Plus	\$600
			Superior	\$800
			Superior Plus	\$1,000

For individuals with an appropriate PH. D., the Superintendent has the authority to pay 10% above the person's relative position on the Ed. Spec. track.

IOWA SCHOOL FOR THE DEAF
NONORGANIZED SUPPLEMENTAL PAY SCHEDULE
FY 2015

HEAD COACH

	100.00%														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
NONORGANIZED
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE

FY 2015

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$35,128	\$42,721	\$50,314	43.23%
2	\$37,771	\$46,506	\$55,242	46.25%
3	\$42,648	\$52,544	\$62,440	46.41%
4	\$47,196	\$59,370	\$71,544	51.59%
5	\$52,062	\$65,967	\$79,873	53.42%
6	\$58,136	\$74,472	\$90,808	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant (ISD)
Educational Interpreter (ISD)
Extended Learning Programmer (IBSSS)
Information Technology Associate (ISD)
Recreation Utilization Coordinator (ISD)
Residential Counselor (ISD)
- 4 Administrative Assistant (ISD)
Athletic Director (ISD)
Human Resources Specialist (IBSSS)
Student Life Advisor (ISD)
Sign Language Instructor (ISD)
Transportation Manager (ISD)
- 5 Director of Development (ISD)
Director of Extended Learning (IBSSS)
Director of Human Resources (ISD)
Facilities Manager (ISD)
Family Services Specialist (IBSSS)
Information Technology Specialist (ISD/IBSSS)
Outreach Coordinator (ISD)
Registered Nurse, Head (ISD/IBSSS)
Residence Dean (ISD)
Sign Language Program Coordinator (ISD)
- 6 Dean of Students (ISD)

Iowa Braille and Sight Saving School
Faculty Salary Matrix
FY 2015

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	43,361	45,246	47,130	50,899	52,783	54,668	56,552
Step 1	44,115	46,037	47,959	51,804	53,726	55,648	57,570
Step 2	44,884	46,845	48,805	52,726	54,687	56,647	58,608
Step 3	45,668	47,668	49,668	53,667	55,667	57,667	59,666
Step 4	46,468	48,508	50,548	54,627	56,667	58,706	60,746
Step 5	47,284	49,365	51,445	55,606	57,687	59,767	61,848
Step 6	48,116	50,238	52,360	56,605	58,727	60,849	62,971
Step 7	48,965	51,130	53,294	57,623	59,788	61,953	64,117
Step 8	49,831	52,039	54,247	58,662	60,870	63,078	65,286
Step 9	49,965	52,966	55,218	59,722	61,974	64,226	66,478
Step 10	50,852	53,912	56,209	60,803	63,100	65,397	67,694
Step 11	51,757	54,877	57,220	61,906	64,249	66,592	68,935
Step 12	52,681	55,035	58,251	63,030	65,420	67,810	70,200
Step 13	53,623	56,024	59,302	64,177	66,615	69,053	71,490
Step 14	54,583	57,033	60,375	65,348	67,834	70,320	72,807
Step 15	55,563	58,062	60,560	66,541	69,077	71,613	74,149
Step 16	56,562	59,111	61,660	67,758	70,345	72,932	75,519
Step 17	57,582	60,182	62,781	67,980	71,639	74,277	76,916
Step 18	58,622	61,273	63,925	69,228	72,958	75,649	78,341
Step 19	59,682	62,387	65,092	70,501	73,206	77,049	79,794
Step 20	60,764	63,523	66,282	71,799	74,558	78,476	81,276

ACVREP \$900 (available to Orientation and Mobility Specialists hired on or before 12/31/2010)

For individuals with an appropriate Ph.D., the superintendent has the authority to pay 10% above the person's relative position on the Ed. Spec. Track.

**Iowa Braille and Sight Saving School
Faculty Extracurricular Pay Schedule
FY 2015**

Faculty ECA Positions	Stipend
Track Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Goalball Coach	\$3,000.00
Chaperone	\$200.00/night

BOARD OF REGENTS, STATE OF IOWA
Board Office P&S Salary Schedule
Proposed FY 2015

Salary Grade	Minimum	Midpoint	Maximum
1	\$32,959	\$45,683	\$58,406
2	\$38,892	\$53,906	\$68,919
3	\$45,890	\$63,608	\$81,325
4	\$54,152	\$75,057	\$95,963
5	\$63,899	\$88,567	\$113,236
6	\$75,401	\$104,510	\$133,619
7	\$88,973	\$123,322	\$157,671
8	\$104,988	\$145,519	\$186,051
9	\$100,840*		\$154,300

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
 - Student Relations Officer
 - Technical Specialist**
- 4 Assistant Counsel
 - Policy and Operations Analyst**
- 5 Regents Associate Counsel**
 - Regents Communications Officer
- 6 Policy and Operations Officer**
- 7 State Relations Officer
- 8 Chief Academic Officer
 - Chief Business Officer
 - Regents General Counsel
- 9 Executive Director

*(Salary range provided in 2008 Iowa Acts, Chapter 1191, Section 14)

University of Iowa P&S Positions Detailed to the Board Office

Position	SUI Pay Grade	Salary Range
Policy and Operations Officer **	7A	\$71,406 - \$151,468
Policy and Operations Analyst **	4A	\$39,339 - \$79,551
Regents Associate Counsel	7A	\$71,406 - \$151,468
Technical Specialist **	4A	\$39,339 - \$79,551
Chief Audit Executive	8A	\$92,801 - \$196,851

** in both the Board Office System and SUI system

Other positions

State Relations Officer	ISU Grade 39	\$73,607 - \$143,532
State Relations Officer	UNI Grade 6	\$56,850 - \$133,530